

Board 6/27/23

**MEMORANDUM OF  
UNDERSTANDING  
between the  
EDMONDS SCHOOL DISTRICT  
and the  
EDMONDS PROFESSIONAL  
TECHNICAL EMPLOYEES**

THIS MEMORANDUM OF UNDERSTANDING **regarding meeting performance standards for educational interpreters for the Deaf** shall be effective July 1, 2023 through June 30, 2025.

WHEREAS, the Professional Educator Standards Board (PESB) sets performance standards for educational interpreters for the Deaf and has made changes to the current performance standards; and

WHEREAS, these performance standards can be met through one of two available options:

- Educational Interpreter Performance Assessment (EIPA) with a minimum score of 4.0, and the EIPA written test with a passing score; or
- National Interpreter Certification from the Registry of Interpreters for the Deaf (RID), and the EIPA written test with a passing score.

WHEREAS, these changes will impact current educational interpreters; and

WHEREAS, the District recognizes the financial and time burdens for current educational interpreters to meet these new standards.

THEREFORE, the undersigned parties hereby agree as follows:

1. Current educational interpreters that have not met these testing requirements must:
  - Attempt an assessment by the end of the calendar year 2023.
    - The District will reimburse the employee for the cost of the initial test series (EIPA and/or RID) up to \$600. Registration receipts must be submitted to HR for reimbursement. Subsequent tests must be paid by the employee or by accessing their professional development funds.
    - Employees that do not receive the minimum required score will have until June 30, 2025, to study and retest to achieve the minimum score.
    - Any employee that does not receive the minimum score by 6/30/2025 will be reclassified as a substitute interpreter.

- If testing timelines and return rates on testing results create undue challenges for interpreters, the parties agree to revisit this issue.

2. To support the professional learning of our interpreters for the deaf, the District will provide professional development opportunities that will include:

- Use of 2 non-student days (3.5 hours each) during individually-designated Time in the 2023-24 and 2024-25 school years to provide optional professional development sessions for interpreters.
  - The goal of these sessions is two-fold: to provide opportunities for all interpreters to meet the new performance standards and for professional development for all educational interpreters.
  - Staff will be paid to attend these times at their normal hourly rate of pay.
- Use of 75 minute early release time on individually-designated time, at least one per month, to provide professional learning opportunities including peer observation, which consists of observing others' practice or creating videos of individual's interpretation practice with opportunities for peer feedback.
- Option to seek outside mentoring opportunities for mentors through professional organizations (CDHY, for example)
- Sharing of learning opportunities outside of the district.

Agreed on this 8<sup>th</sup> day of June 2023

/Layne Erdman/

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For the Professional Technical Employees

/Rob Baumgartner/

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For the Edmonds School District